

Bargaining Team Reaches Tentative Agreement

After 149 days of hard-fought negotiations, the CGE bargaining team has finally reached tentative agreement with the OSU administration on a contract that would carry us through the 2011-12 academic year, with a reopener of up to six articles in 2009-10. The entire bargaining team and the members of the executive council all see this settlement a huge victory for OSU's grad employees and for CGE.

Implementation of the contract is pending ratification, which will take place some time during the first full week of October. More information on ratification is forthcoming. Keep an eye on the CGE website (cge6069.org) for it.

Some details of the tentative new contract are listed below:

- Grad employee-only Health Care: University contribution increased to 85%, for Fall, Winter, and Spring terms.
- The University will contribute 50% towards grad employee-only coverage during the summer for any grad who was employed for at least one term during the preceding academic year.
- The University will increase the once-per-term differential payment from \$250 to \$300.
- We got fair-share! This is a monumental win for the union.
- Any grad appointed at a 1.0 FTE salary rate of less than \$3164 will receive a 3% raise annually upon reappointment.

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Upcoming Events

Grad Student Resource Fair

Fri., September 12th, 12 -2 PM in the CH2M Hill Alumni Center.

CGE Audit

Conducted by volunteer members
Week of September 15th, CGE Office

Welcome BBQ

Wed., September 24th, At the Avery Park Maple Grove Shelter, 6 PM

Ratification Vote

See the website (www.CGE6069.org) for details.

Membership Drive

Tues., October 14th to Thurs. October 23rd
Office Visits, October 15th – 17th and
October 21st – 23rd

General Membership Meeting

Thurs., October 23rd @ 5:30 PM, at
Nearly Normal's, upstairs

AGEL Conference

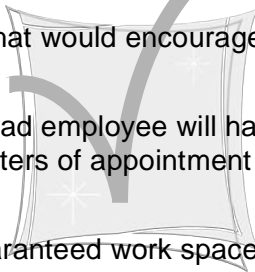
September 25th – 28th.

Executive Council Meetings

Anyone is welcome! Weekly meetings TBD.

Contract Bargaining Continued

- Increased the annual cap for health insurance to \$250 thousand and the lifetime cap to \$1 million. This is important for a few grads who, unfortunately, are approaching (or have already reached) the old caps of \$100 thousand and \$250 thousand.
- The administration agreed to language that would encourage departments to give appointments and work assignments in a timely manner.
- An approximation of the student fees a grad employee will have to pay, based on the previous year's fees, will now have to be included with letters of appointment so grads are no longer blindsided by fees when they get to OSU.
- All grad employees are contractually guaranteed work space and all of the equipment necessary to perform their jobs.
- The union will have expanded rights, including more and better information from the university, university email access, and an expanded ability to orient incoming students to the union. More stuff, which you'll find out about as the ratification process begins.



Change for Change

A Union action where Grads paid their summer Fee Bills in change: quarters, nickels and dimes. Actions such as this, encourage the University to provide students with Fee Relief.



Don't forget your Health Insurance Paperwork!

All grads with an appointment of 0.2 FTE or above are required to enroll in PacificSource health plan or file a waiver form.

You should complete an enrollment form as soon as possible after receiving your letter of offer.

Students who have other insurance may qualify to waive out of enrollment in PacificSource. In order to qualify for a waiver your insurance plan must be similar in coverage to PacificSource.

If you have questions, please contact the OSU Student Health Insurance Office at 541-737-7568. Also, PacificSource's phone number is 1-888-977-9299.

Fall Welcoming Barbeque

The Fall Welcoming Barbeque is Wednesday, September 24th, at the Avery Park, Maple Grove. Fire starts at 6 PM. A short bike ride from campus and it's FREE FOOD!

Bring your family, children, and friends; all are welcome!

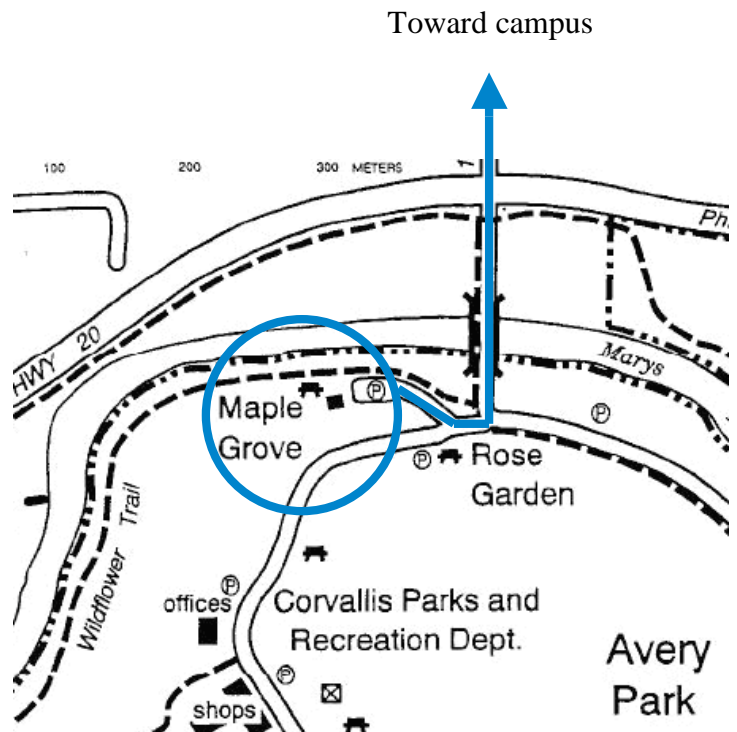
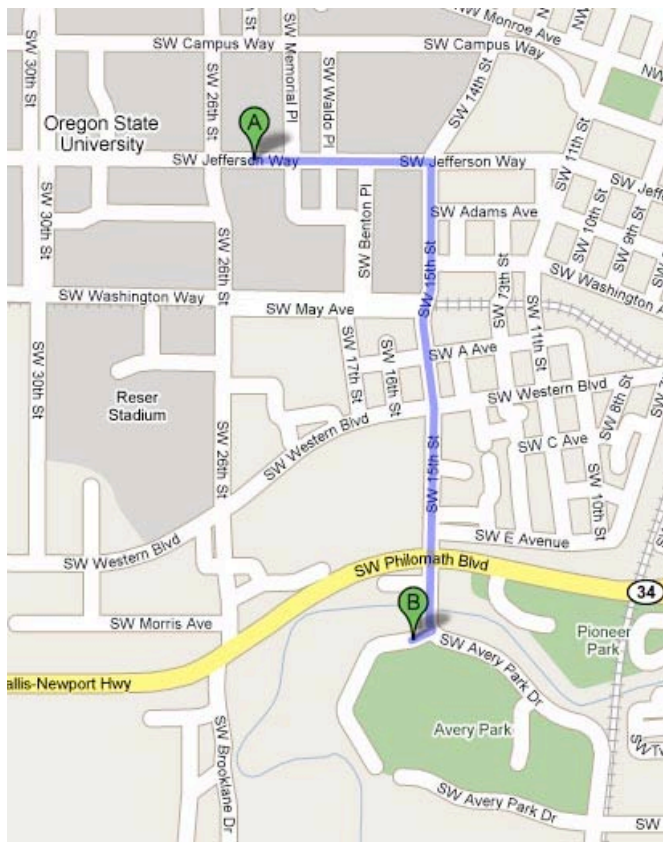
There will be traditional grilling food: hot dogs, hamburgers, and veggie burgers. There will be chips, snacks, soda, and other beverages.

Internal Audit Announcement:

Every year CGE forms a committee composed of 3-4 member-volunteers to perform an internal audit to review the books for consistency, approve the annual budget, and make recommendations on how your dues are spent. This is just one of many ways that we reinforce the member-run character of our union.

This year's audit is especially important because it will include an evaluation of Fair-Share--including how it will affect the union's income and the rate at which non-member grad employees in the bargaining unit will contribute to Fair-Share. This year's audit will take place the week of Sept. 15th. Please contact the office if you are interested in participating or to review the results.

Directions: From Point A, OSU Memorial Union, head east on Jefferson, down the hill. At the intersection of 15th and Jefferson, turn right (south) on 15th. Stay on 15th until you cross both Hwy 20/34 and a bridge over the Mary's River. The bunch of roses ahead is Avery Park! Turn right to the Maple Shelter, Point B.



CGE ENCOURAGES ALL MEMBERS TO VOTE YES ON CONTRACT RATIFICATION!

On August 14, 2008 the CGE Bargaining Team reached a tentative agreement with Oregon State University. The bargaining team unanimously recommends this agreement to the membership for ratification.

In keeping with the CGE Constitution and Bylaws, a **special membership meeting** will be held to consider the tentative agreement. The meeting shall begin with a report to the membership on the new agreement. **Voting on the recommendation to ratify the new agreement shall begin promptly at 6:30pm.** The vote shall be by secret ballot.

It is vitally important that all CGE members attend this meeting to hear the report of the bargaining team and vote on the new agreement. Please RSVP to or vp_organizing@cge6069.org or 757-7141.

CGE President John Osborne can be contacted at president@cge6069.org with any questions.

WHAT: CGE Contract Ratification Meeting & Vote

WHO: CGE members who are in the bargaining unit* at the time of the vote and who have signed a card and paid dues prior to October 1, 2008.

WHEN: Thursday, October 7th at 5:30 PM; voting starts at 6:30 PM

WHERE: Gilfillan Auditorium, OSU Campus (corner of 26th and Monroe)

WHY: Because it's the right and responsibility of every CGE member to approve the contract before it goes into effect.

*If you have questions about your bargaining unit status for the upcoming term, check your letter of appointment. You can also contact your department's grad advisor or office manager.

Membership Drive needs volunteers

Every term, CGE officers, staff and members visit grad employees around campus and talk to them about joining CGE. This fall, we'll be conducting office visits October 15th-17th and 21st-23rd. If you are able to volunteer for a two-hour shift, please contact CGE VP for Organizing Jim Duncan at vp_organizing@cge6069.org or CGE Staff Organizer Dennis Dugan at organizer@cge6069.org. Increased membership helps show the university grads are paying attention!

CGE members create guide to OSU for new grads

Over the summer, CGE members collaborated on putting together a guide to Oregon, Corvallis and OSU for new grads. It's not designed to be comprehensive, but to complement the information you already receive, point you in the right direction, and give you an idea of what the grads who are already here like to do for fun. To view the guide, go to http://cge6069.org/resources/cge_grad_guide_to_corvallis.

Below are the official ballot measure endorsements of the American Federation of Teachers-Oregon, with whom CGE is affiliated. **CGE has not made any endorsements**, but we are providing this information as a service to our members. More information can be found at ballotpedia.org or <http://www.sos.state.or.us/elections>. CGE encourages all grads to take the time to register, research the issues and vote in Oregon!

AFT-Oregon Recommendations 2008 Ballot Measures

YES on Measure 56. *This measure restores the principle that voting matters by revoking the “double majority” requirement. Under Measure 56 local bond measures win by the majority of people who actually vote, restoring fairness to local elections. (Legislative Referral)*

NO on Measure 58. *This measure imposes a one-size-fits-all teaching mandate for students learning English, and makes no exceptions for learning disabilities. It would cost the state an estimated \$250 million a year for at least two years, and would make it more difficult for students to learn English. Measure 58 takes away the local control from parents and teachers. (Sponsored by Bill Sizemore)*

NO on Measure 59. *Measure 59 would cut \$2.4 billion in funding for education, public safety and healthcare. While Oregon’s wealthiest taxpayers could deduct an unlimited amount of their federal tax on their state income tax return, 75 percent of Oregonians would not receive one extra dollar. Count this as another Bill Sizemore attack on working Oregonians.*

NO on Measure 60. *Measure 60 calls for teachers’ salaries to be based only on “classroom performance,” not qualifications or experience, or even a need for cost-of-living raises. However, the measure does not define how teachers’ performance would be quantified. That means more standardized tests. Measure 60 punishes the teachers who take the most challenging assignments – where students don’t test as well. (Sponsored by Bill Sizemore)*

NO on Measure 61. *This rigid one-size-fits-all approach to crime would require the construction of at least three more prisons, to the tune of 1.3 billion dollars. Overall implementation of the measure would end up costing an additional minimum of \$160 million. That’s way too high a price tag for sentencing gimmicks that just don’t work. (Sponsor by Kevin Mannix)*

NO on Measure 62. *Measure 62 would take nearly \$200 million right out of the State School Fund. The result: fewer teachers, lower pay, larger classes, fewer classroom supplies and materials. This measure is brought to the ballot by Kevin Mannix and funded primarily by Nevada businessman Loren Parks, who has invested millions into Mannix and Sizemore efforts over the years.*

NO on Measure 63. *Labor unions, renters advocates and environmental groups are joining together to oppose Measure 63, which would allow residential and farm property owners to build structures on their own property valued at \$35,000 with no safety permits or inspections whatsoever. This measure would override state and local codes now in place. (Sponsored by Bill Sizemore)*

NO on Measure 64. *This measure would silence the voices of working people by stopping public employees from using voluntary payroll deductions to donate to charities, unions or any other organizations. Sound familiar? It should. Bill Sizemore has gotten this measure on the ballot three times already, and three times, Oregonians have voted against it.*

NO on Measure 65. *Voters of any party could vote for any candidate in a primary and only the top two winners would move on to the general election. A drastic change to the system we have now, Measure 65 would shut out minor parties, eliminate party endorsements, and could leave a major party without a candidate to vote for. (Sponsored by Phil Keisling)*



Member of the Month Joe Tyburczy

Joe has been a dedicated CGE member for the last 5 years, in and out of the BU and even while on fellowship! He has been the Vice President for Collective Bargaining for the last 2 years and was crucial to negotiating the new contract.

Joe has participated in, well, everything! Phone banking, office visits, orientations, packet stuffing, actions, grievances, editing newsletters, planning GMMs and everything else CGE has asked him to help with.

CGE wishes Joe the best of luck as he finishes his PhD in Zoology and offers a huge congratulations on his marriage to Karen. Thank you, Joe, for all your hard work on building Union membership to record levels.

Straight from the Prez's Mouth

Hi Everybody! From now on, I'll be writing a short column for each month's newsletter.

As all our returning members know, we've spent the last year bargaining a new contract. It was a long and difficult process, but we were able to get a great contract because of the strength of our membership.

From the day we told the university that we informed the university that we intended to bargain a new contract, the members showed up at union events and actions in force. Over 30 members delivered our intent to bargain a new contract to Dr. Sally Francis, Dean of the Graduate School. Fifteen members leafleted a fundraising event, explaining the both the university's initial proposal of cutting \$750 dollars from every graduate employee's salary and the union's vision of increasing everyone's take home pay every year. Seven people wrote letters to the Barometer and Gazette-Times explaining their views on bargaining issues. Thirty members delivered a letter to Sabah Randhawa about the negotiations and another 25 members participated in "Change for Change" to highlight the cost of fees.

Bargaining session attendance was also high. Thirty-five members came to the first day of bargaining and demonstrated that graduate employees were very interested in the bargaining process. After that, we averaged more than 10



members at bargaining sessions, including a record turn out of 59 members at our eleventh bargaining session. On that day, Representative Jeff Merkley talked with members about our issues, members testified about fees and health care, and Representative Brad Witt informed the university's bargaining team that the Oregon legislature was interested in the bargaining process and that he was disappointed with the slow pace of negotiations. Watching all of that made it a great day to be a unionist.

With efforts like these, it's clear why we won a great contract and how we can continue to improve Oregon State University. Thank you for all of your efforts.

John Osborne, CGE President

The CGE Independent is published by:

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Office Hours for the Fall Semester: Monday – Thursday, 10 am to 5 pm.